



**Date:** October 30, 2015  
**To:** All Benefits-Eligible Employees  
**Re:** Open Enrollment – 2016 Plan Year (December 1, 2015 – November 30, 2016)  
**Page:** Page 1 of 3

---

**OPEN ENROLLMENT MEETINGS WILL BE HELD:**

**WEDNESDAY, NOVEMBER 4<sup>TH</sup> AT 10:00 AM AND 1:30 PM IN THE OLD DISTRICT COURTHOUSE 1<sup>ST</sup> FLOOR MEETING ROOM.**

**THURSDAY, NOVEMBER 5<sup>TH</sup> AT 10:00 AM AND 1:30 PM IN THE OLD DISTRICT COURTHOUSE 1<sup>ST</sup> FLOOR MEETING ROOM.**

**ALL BENEFITS-ELIGIBLE EMPLOYEES ARE STRONGLY ENCOURAGED TO ATTEND ONE OF THESE MEETINGS.** Spouses are also invited to attend.

**Medical**

I am pleased to share that core medical insurance coverage, co-insurance and co-payments for the upcoming plan year will remain the same.

Currently the 30% co-insurance which is the employee's responsibility for claims incurred accumulates towards the \$3,000 per employee/\$6,000 per family Maximum Out of Pocket. It is now mandated under the Affordable Care Act that in addition to co-insurance; co-payments for both medical and prescription drug claims will accumulate towards the Maximum Out of Pocket expense, which will increase to \$4,500 per employee/\$9,000 per family.

MedCost will continue to be the administrator of our health insurance plan. Our medical plan network remains with Virginia Health Network Plus (VHN) in Virginia and MedCost in North Carolina and South Carolina. Information about both networks is available at [www.medcost.com](http://www.medcost.com).

An enhanced benefit for plan members and covered spouses and/or dependents is the creation of a County preferred provider network. Because of significant available cost savings, any covered employee, covered spouse, or covered dependent that chooses to use Insight Imaging for imaging services will have those claims paid at 80%, with 20% co-insurance to be paid by the employee. Services received at other in-network imaging facilities will continue to be paid at 70%, with 30% co-insurance to be paid by the employee. Insight Imaging is located at 2329 Franklin Rd, SW, Roanoke VA 24014; phone: 540-581-0882. Insight Imaging offers a broad range of medical imaging services from routine X-rays to MRI's.

The cost of the County's medical plan is projected to increase 2.2% this year. The Board of Supervisors recognizes that employees have shared in cost increases for a number of years now and has decided to fund the increase and not raise the base Active Employee premiums.

Botetourt County continues to be committed to the promotion of healthy lifestyles for our employees, spouses, dependents, and the community we serve. Lifestyle choices impact your health and the amount Botetourt County and your co-workers pay for medical coverage. Recognizing this and therefore continuing with the new plan year, a premium surcharge will be applied to medical plan participants who smoke or use other tobacco products, including but not limited to cigarettes, cigars, pipes, herbal tobacco products, chewing tobacco, dip, snuff, and electronic nicotine delivery systems within the last (6) months.



**Date:** October 30, 2015  
**To:** All Benefits-Eligible Employees  
**Re:** Open Enrollment – 2016 Plan Year (December 1, 2015 – November 30, 2016)  
**Page:** Page 2 of 3

---

When you enroll in your medical plan, at each open enrollment and any time you make a change to those covered under the plan, you will be required to affirm if you, your spouse and/or each of your covered dependents are smokers or use other tobacco products. If you, your spouse or any of your covered dependents is a tobacco user, the amount you pay for medical coverage will be more than non-tobacco users. The premium increase is equal to **50%** of the non-tobacco user employee contributions for all coverage levels (rounded to the nearest dollar). **All employees are required to submit a tobacco use certification during open enrollment. Failure to do so will result in the surcharge being added to your insurance contribution rate.**

Also continuing for the new plan year is a spousal surcharge, which applies if you choose to cover your legally married spouse and your spouse has coverage available through his or her own employer. The surcharge applies even if your spouse takes their employer's coverage and the County's coverage is secondary. The surcharge is in addition to the employee/spouse or family contribution rate. The surcharge does not apply to:

- A spouse without an employer
- A spouse whose employer does not offer coverage
- A spouse who works for Botetourt County

The premium increase is \$150.00 per month for the new plan year. **All employees seeking to cover a spouse are required to submit a spousal coverage certification. Failure to do so during open enrollment will result in the surcharge being added to your insurance contribution rate.**

Vision benefits also remain the same.

The Board of Supervisors has authorized participation in a Medical Travel Network Program. This will be a voluntary program available to employees and covered family members whereby they may receive medically necessary procedures and treatments at no cost. This program consists of a network of facilities throughout the continental United States. Free travel expenses, lodging expenses, and a food stipend are included for the covered patient and a traveling companion. More information about this program will be available after the first of the year.

### **Prescription Drug Plan**

We are continuing our relationship with Kroger Prescription Plans (KPP) as administrator of our prescription insurance plan, with no changes in minimum co-pays. We are able to do this for the new plan year in no small part due to your continued high use of generic drugs (almost 100%), rather than more costly brand names. Thank you!

Effective March 1 2016 the plan will implement a (3) tier Plan Design for Specialty drugs. This plan design change will help to improve formulary compliance and help to manage members' cost share for drugs falling under the specialty category. More information will follow early in 2016.



**Date:** October 30, 2015  
**To:** All Benefits-Eligible Employees  
**Re:** Open Enrollment – 2016 Plan Year (December 1, 2015 – November 30, 2016)  
**Page:** Page 3 of 3

---

### **Dental Plan**

There will be no increase in dental premiums. The SmileHealth benefit program will continue for the new plan year. This benefit allows those covered by our plan being treated for certain health conditions (cancer, cardiac issues, etc.) to have an extra dental cleaning per year. Revolv will continue as administrator of our dental plan.

### **Wellness Program**

We are continuing the County's wellness program with the same requirements as last year. MedCost will continue to administer the computerized components of the program. Wellness reimbursements have been determined as a non-taxable benefit by the IRS.

We are continuing our fitness reimbursement program by which employees may receive an incentive payment for attending a commercial fitness facility at least eight (8) times per month. This reimbursement has been declared taxable income by the IRS.

### **Retiree Medical Plan**

Our retiree medical plan will be the same PPO plan as for active employees, though at a greater cost.

### **Open Enrollment Period and Deadlines**

Open Enrollment will continue through November 30, 2015.

**IT IS THE RESPONSIBILITY OF EACH EMPLOYEE TO ENSURE THEIR PAPERWORK IS RECEIVED BY HUMAN RESOURCES NOT LATER THAN CLOSE OF BUSINESS NOVEMBER 12, 2015. FAILURE TO MEET THIS DEADLINE MAY RESULT IN GAPS OR DELAYS IN COVERAGE FOR YOU AND/OR YOUR SPOUSE/DEPENDENT(S).**

During the open enrollment period, you have an opportunity to:

- Maintain your current benefit elections
- Enroll in our benefit programs for the first time
- Waive any or all benefits
- Add or remove eligible spouse and/or dependents
- Enroll in or change contribution amounts for Flexible Spending Arrangement